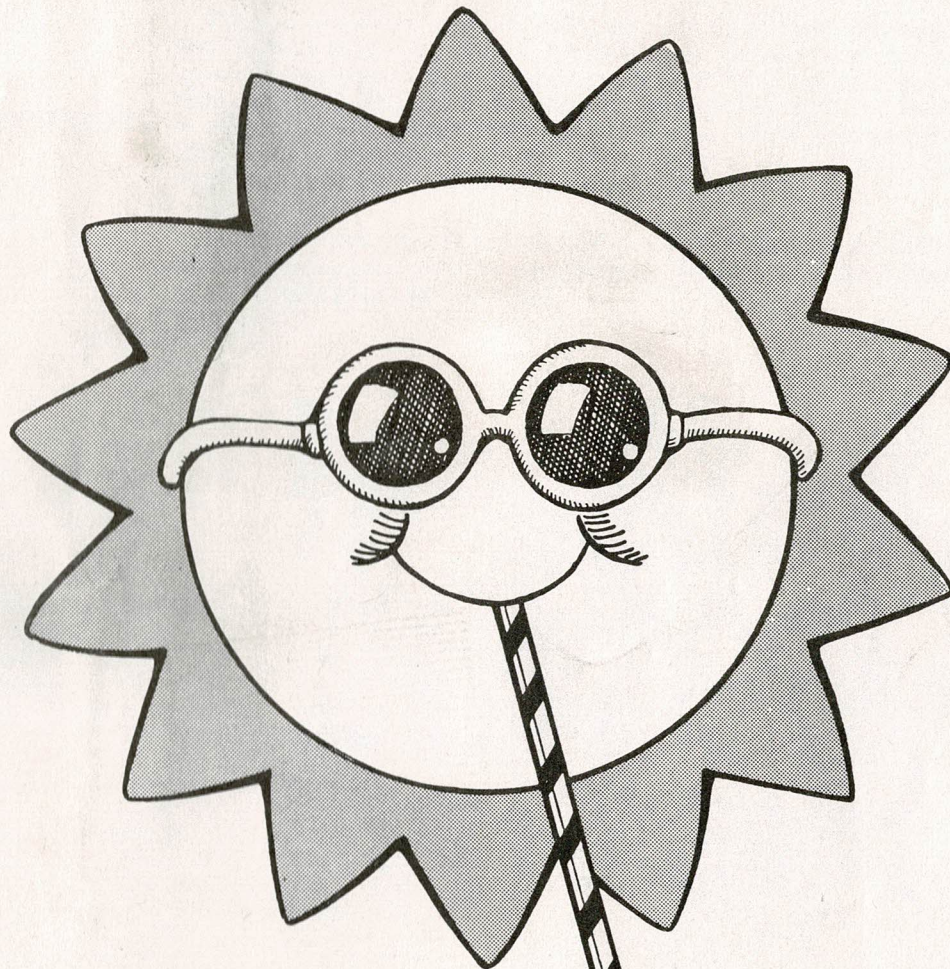


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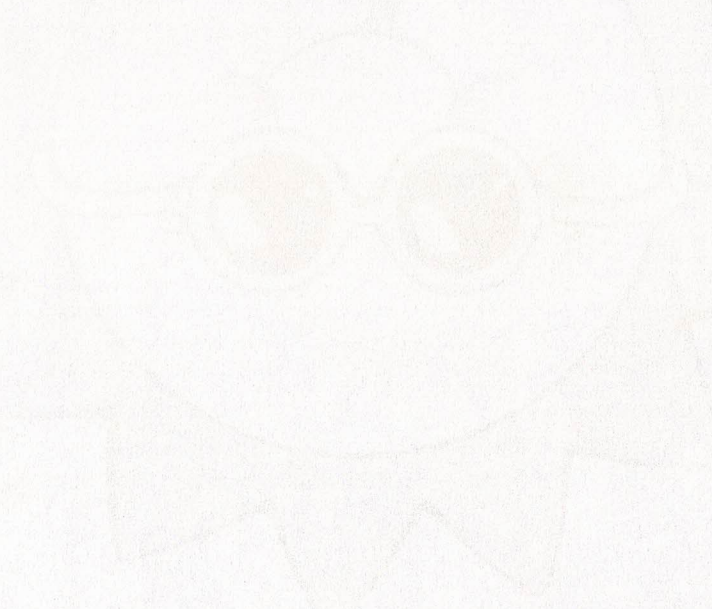
# WASHINGTON RURAL POSTMAN

*52nd Year*  
**JUNE 1988**



*Plan Now to Attend Your*  
**STATE CONVENTION**  
Mt. Vernon, June 20-22

Official publication of the  
Washington Rural  
Letter Carrier's  
Association



1978  
1979

MEMORIAL PHOTOGRAPHY

## EDITORIAL

I just received this week's National Magazine with the ratings for membership, and as usual, Washington State is last on the list except for Hawaii and Puerto Rico. Now I don't know about you but that leaves a question mark in my mind. WHY? Some say it is our high dues, but we were last before our dues went up so I don't think that is it. Perhaps each of us should ask ourselves if we are really trying to promote membership as much as possible. Are we doing everything we can to let non-members know how much we want and need "New Blood" in our Association? Do we let them know the added benefits of belonging? We should let all rural carriers know that although we are all different personalities, we share one common goal . . . the enhancement and protection of our jobs through Union Activism.

You will read some of the other Officers' articles mention that Privatization is a very real threat to our careers. I encourage all of you to *write letters* to our Senators and Representatives to support our EMA bill and to reject Privatization. (A list of those Congressmen is in the P.A.C. article.) Those letters will be taken seriously, especially in an election year.

There is something else you personally can do to fight Privatization. That is to be the *best Rural Carrier* you can be. Records show that we rural carriers do our routes in an hour or more under our evaluation every week. Why not take that time to give *more* service, not less? The extra service, the package taken to the door, the stamps always available for sale, the cheerful smile and willing "extra" that you give now may be the turning point in how your customers view the Rural Craft overall. Besides, if we don't use that extra time on our evaluation, sooner or later we'll lose it.

In the year that I have been your Editor, I have learned a lot and have had a tremendous amount of support from the membership. Thank you. I hope I have served you well.

ICELIA (BUTCH) PETERSON  
*Editor*

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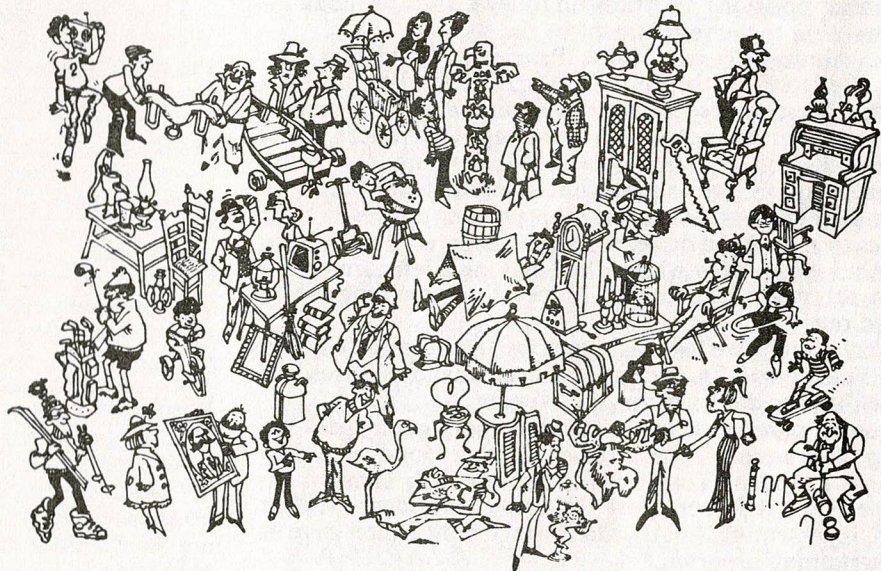
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### NOTICE

Campaigning *will* be allowed at the Convention at Mt. Vernon in June, come and support the candidate of your choice.

The Washington Rural Postman is published quarterly: February-April-June-November. Deadline for articles, ads and notices is the 5th day of the previous month of issue. Share your news and view with all the members through the State Paper.

Your Editor is always open to constructive criticism. Please feel free to submit your thoughts and ideas.

Icelia (Butch) Peterson  
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## FROM YOUR STATE PRESIDENT

I just returned from the Western States Conference at the Grand Tree Inn in Bozeman, Montana. To appreciate the number of guest speakers and present and past National Officers, you have to attend one of these conferences. There were over 140 in attendance from the Western States. The State of Washington was well represented.

Following the opening ceremonies, Conference President Pete Whipple of Arizona introduced National President Dallas Fields. President Fields gave opening remarks informing us that on June 3rd we will receive checks for the retroactive pay from last year, that QWL is endorsed and actively pushed by Postmaster General Anthony Frank, and that as of March 31, 1988, our membership is up to 74,617.

Ken Parmalee, Director of Governmental Affairs, or more commonly called our Lobbyist, followed President Fields. He informed us of what is going on with our EMA bill and of the fight on Privatization on Capitol Hill. Ken told us what our PAC dollars do for us and why this is so important.

National Association Auxiliary President Mrs. Ruth Powers of Maine addressed the Conference on her program of Diabetes-Juvenile Diabetes Foundation.

QWL/EI Coordinator of the Western Region Dale Laumen brought us up to date on QWL. The program has begun in Washington. The Joint Steering Committee and the Facilitators have had their training. We are optimistic that this will reduce grievances and make our offices a better place to work.

After lunch, Career Councilor Toni Lay from the Missoula, Montana MSC gave a program on upward mobility. This was to inform us how to apply for promotions. Rural Carriers may apply for Supervisor or for Postmaster positions in offices up to level 15. The mock interviews were the entertainment of the day.

Mrs. Annie Milleson of the Provident Guild and Mr. Larry Waligora of the Rural Letter Carrier Benefit Plan preceded Western Region Representative Roger Moreland. Roger's report was not too encouraging. Grievances in the Western Region are up from 1987. Among the many grievances are failure to meet time standards and failure to follow direct orders. Management is pushing converting our vehicles to right hand drive. With the Tacoma MSC order to be behind the steering wheel when making a left turn across traffic, this may be a necessity. Hopefully, something can be worked out.

Friday evening we had barbecue ribs and broasted chicken at the Fairgrounds. A slide show of unusual mailboxes and square dancing did us in for the evening.

Saturday morning brought us many more guest speakers, among these were William Crozier, Shirley Mondy and Past National President Tom Griffith representing General Insurance Co. Another Past National President Wilbur Wood, representing the Atlanta Postal Credit Union gave us an entertaining program.

Following a break, the Conference held their business meeting. The 1989 Conference will be held in Colorado Springs, Colorado on April 28-29. Mrs. Evelyn Holbrook of Montana is the new Western States Conference President.

President Dallas Fields gave his address when we reconvened after lunch. He informed us that Safeway Stores in the Washington, D.C. area are selling books of stamps at 40¢ less than cost. They expect to sell one million dollars worth this year. Sears have offered to put stations in their stores to sell stamps and weigh parcels. These will not be run by Postal Employees, but by Sears employees. Many mailers want to have their bulk mail delivered by private carriers. What would happen to your evaluation without bulk mail? There is a \$146.00 COLA increase in May and the EMA was decreased ½¢ to 30¢ per mile.

The Conference invited Western Region USPS Labor Relations Analyst Don Vannoy again this year. President

Fields, Roger Moreland and Don Vannoy conducted a program of questions and answers for the remainder of the afternoon.

Saturday evening we had a poolside banquet. It was a good dinner and we were entertained by a group of Little Fiddlers from Dillon, Montana. The weatherman made his presence known by giving us about one inch of snow Saturday evening. I wish to express my gratitude to the Washington State Association for sending me to this Western States Conference.

Respectfully Submitted,  
DAVID R. STOVER,  
President



## FROM YOUR STATE VICE-PRESIDENT

HELLO AGAIN!

Hope this finds all you Rural Carriers doing well and planning to attend the State Convention.

I had a very good trip over to Bozeman, Montana for the Western States Conference. It's a long ride, though, when the entire ride is on propeller planes. We had our National President, Dallas Fields attending, and this was his first Western States meeting. It's always interesting to hear him speak. There were several other speakers also. Most of them I listened to. The others gave me an opportunity to go to the lounge. One item of interest that Dallas mentioned was that the PMG is having the Inspection Service do a study on the quality and quantity of service, and the cost of a contract carrier as compared to a Rural Carrier. Dallas said that he was told that there was no reason to be alarmed, that it's only a study. I wouldn't trust them as far as I could throw'em, though. Good thing Article Six is in the Contract.

Altogether, there were 15 of us in attendance from Washington State. On the way home, I had a one hour stop-over in Spokane. After wandering around and playing video games for awhile, I decided to give Midge B. a call. I've got her number memorized. Well, I tried and tried and tried, but no answer. On the last try, I noticed that my plane was moving out on the runway. Just as it was getting airborne, I was able to grab on to the landing gear on the right side, so I rode the whole way to Seattle hanging on for dear life. Then, as we flew over the Port of Seattle, my hands slipped and I fell into the bay. I can't swim but luckily a supertanker happened to sail by, and it's wake washed me ashore. I made it home safe and sound, but cold and wet. All that just because I had wanted to call Midge and George to say HI.

National Convention is getting closer and closer. I ran into a couple of Rural Carriers from Idaho who are taking the same cruise that I am. Sure looks like fun!

Well, have an enjoyable spring and summer. See you in Mt. Vernon for State Convention!

Respectfully submitted,

DAN SNYDAR  
Vice-President

## SECRETARY TREASURER'S REPORT

April 30, 1988, and I just attended the last session on the Western States Conference in Bozeman, Montana. It is snowing a little, we have a banquet tonight, and I have four mountain passes to face tomorrow and about 710 miles from home. Luckily, I took Monday on annual leave so have 2 days to drive carefully and safely home.

Have had an enjoyable meeting here, meeting old friends and getting information valuable to our state association. This was my seventh consecutive Western States Conference and hope it won't be my last. You meet so many wonderful people from the ten Western States that have a common goal. You learn their names and greet them each year and if you need advice on any problem, they are more than willing to help in any way they can.

Mrytle Buchanan and I have had some problems with the new family plan, but through meetings with National Secretary, Janile Butters from Idaho and Richard Brown, Sec./Treas. of Colorado, I think we have ironed out most of these problems.

I hope most of the county secretaries are able to attend the State Convention in Mt. Vernon in June. I will try to explain at a seminar for Secretaries what we need to do to make the family plan work successfully. I will also try to explain the LM-3 forms required from each county unit at this time.

If new county secretary-treasurers are elected at their respective county meetings, I would hope that the outgoing secretary-treasurers would assist them as much as possible in teaching them their duties.

'Till June and Mt. Vernon, may you all have good health and happiness. Thanks again for your help and all the courtesys you have extended to Inez and myself.

Respectfully submitted,

DEXTER A. NESMOE  
Secretary Treasurer

## STATE STEWARD'S REPORT

Myrtle and I drove to the Western States Conference in Bozeman, Montana last week, April 29th and 30th. We joined a good sized delegation from Washington State. I'm not sure all all of the reasons why, it may have been the extra friendly atmosphere but it seemed that every Rural Craft member should have been there for the knowledge that was disseminated.

Ken Parmalee our NRLCA Lobbyist or Director of Governmental Affairs attended on the 29th. His address was really full of information of interest to Postal Employess.

Seven years ago the Heritage Foundation advised President Regan to destroy the Postal Service and sell the bones to private industry. It has been one of the major goals of the Reagan Administratin to carry out that mandate.

James Miller, the Director of Management and Budget, while in college wrote a thesis or term paper or privatizing the Postal Service. He has really come out in the open now and is being more aggressive in his attempts to make the theme of his term paper a reality.

Folks, this is a real danger not to be taken lightly. I'm not saying it is eminent but it is still a major goal of this administration and the battle is now more out in the open led by O.M.B. director James Miller. One way Miller would like to proceed with this is to weaken or revoke the private express statutes or in other words cancel the monopoly the Postal service has for the delivery of mail. We must concern ourselves with any erosion of this monopoly. As much as we dislike delivering third class mail, the loss of the right to deliver that class of mail might well compare with the beginning of the collapse of a huge dam. When the collapse has been completed millions of acres of water will have escaped or all of our jobs may be gone.

My point in all of this is to tell you than Ken Parmalee in-

formed us that essentially *all this administration sees as the major obstacle in the Privatizing the Postal Service is the Postal Unions. Our Union, the NRLCA, is one of the most effective Unions in Washington, D.C. We are led in our efforts by Ken Parmalee. We have credibility, we have respect and we have strength far beyond what our members should afford us. Let's all join together to maintain and increase our strength. One of the best ways to do this is to increase our membership. Be sure your dues are current and do all you can to get all your fellow craft members who do not currently belong to the Union to join. The privilege of being a Rural Carrier working for the Postal Service and the security of owning a good retirement program may well depend on it.*

You Seattle Field Division Quality of Work Life Facilitator Trainers met the week of May 2nd through May 6th in Tacoma to put together their work team training programs. They have reached the point where when their manuals are finalized and reproduced and their other training materials, such as flip charts have been secured, they will be ready to begin defraying the process to the local offices by training the work teams.

The Joint Steering Committee joined the Facilitators Thursday and Friday. The Steering Committee was most complimentary of the Facilitator team and pleased with their progress.

Those office who will be given first opportunity to host the Process have been selected. I know that if your office is not one of the first, that the arrival of the process in your office will seem painfully slow. Rural Carriers need to make their Postmasters aware that they are anxious for the QWL/EI process to come to your office. You will want him or her to invite the process to your office at the first opportunity. It can make exciting things happen in your office even if it is now a very good office in which to work. It will be especially beneficial if yours is not one of the good offices in which to work. I hope every Rural Carrier volunteers to serve on the work team when QWL comes to your office.

State convention at Mount Vernon is less than two months away. Time to be submitting that 3971 leave application and to plan part of your family's summer vacation.

There will be a Labor Relations or Steward Workshop that all Rural Craft members are invited and urged to attend. Time will be provided to ask questions that relate to our work and job security. Discipline is really on the increase in the Postal Service and we all need to know how to do our jobs well and not get into a situation where we could be subjected to discipline or removal.

If you have yet to attend your first State Convention you should be warned that they are lots of fun and habit forming. You will wonder why you waited until now to attend.

NEIL BUCHANAN,  
State Steward

## ASSISTANT STATE STEWARD REPORT

Dear Union Brothers and Sisters,

Most of you are probably aware that the NRLCA is making some changes in the Steward Program.

We have new steward forms for steps one and two of the grievance procedure. There is also grievance summary forms and time extension requests. I hope the stewards can begin using these right away. Photocopy the ones in the "Postman" until we get a good supply.

I promised Butch to keep this article short and supply the members with new forms. My next article will continue as a steward shop series.

Please make use of these forms and try to attend the State Convention in Mt. Vernon. Be a part of the democratic process.

KAREN DeBELLA,  
Assistant State Steward

## WORK SHEET FOR STEP ONE

Grievant \_\_\_\_\_ Date Prepared \_\_\_\_\_

Post Office \_\_\_\_\_ Phone ( ) \_\_\_\_\_

Was the grievance timely at Step 1? ( ) yes ( ) no Date \_\_\_\_\_

Was the grievance timely when appealed to Step 2? ( ) yes ( ) no

Who personally investigated this grievance? \_\_\_\_\_

Date of interview with grievant? \_\_\_\_\_

Date written statement was received from grievant? \_\_\_\_\_

Date of on-site inspection? \_\_\_\_\_

Date of interview of witnesses? \_\_\_\_\_

Date of interview of management personnel? \_\_\_\_\_

Date of inspection of grievant's personnel file? \_\_\_\_\_

Did site show any record of previous discipline? ( ) yes ( ) no

Date of request for all pertinent documents? \_\_\_\_\_

Date of discussion concerning Review and Concurrence? \_\_\_\_\_

Was documentation provided to show R and C? ( ) yes ( ) no

Is a copy of the grievant's Form 50 enclosed? ( ) yes ( ) no

Are all the relevant documents enclosed? ( ) yes ( ) no

Did any other Union official do any of the above? ( ) yes ( ) no

If so, who? \_\_\_\_\_

What documents have not been received? \_\_\_\_\_

State the Unions position and the justification for appealing to Step 2/2A:

\_\_\_\_\_  
\_\_\_\_\_  
Steward

### FROM THE OWCP DIRECTOR

For sometime now I have been your OWCP Director assisting injured rural carriers resolve their claims with the OWCP, U.S. Department of Labor. Mike Watson of Labors' Community Service Agency in Portland, Oregon has been assisting the state as well, and together their state's program has been very successful.

It appears to be the opinion of many of our national officers that it is not the responsibility of a union to provide legal assistance or legal advice in non-contractual issues. I agree. Given our financial situation, we should get our "known" house in order, before we even consider extending ourselves in "extra-curricular" areas. I think it is a good idea for our union to provide generic information about FECA, but legal advice specific cases or assistance could be a bit risky for obvious reasons.

I believe there's a tremendous demand for the services this state has made available to its membership. In fact, that demand exists throughout the United States.

Therefore, I have decided to enter the private sector for forming a corporation and making legal assistance, information and advice available to all Federal Employees via a newsletter that provides a multitude of free service to its subscribers for a nominal cost.

Unfortunately, I cannot assist the State and start this private venture without a conflict of interest or a perceived conflict. I cannot do both. Therefore, effective 6-1-88, I will be resigning as this state's OWCP Director. I thoroughly enjoy what I have been doing here in this state and feel I have been very successful, and I intend to continue this practice in the private sector. I won't say goodbye, because I intend to be involved in other union activities for some time to come....

RON SERAFINI,  
OWCP Director

**NATIONAL RURAL LETTER CARRIERS' ASSOCIATION**  
**Step One (1) GRIEVANCE STATEMENT**

Date \_\_\_\_\_

Post Office \_\_\_\_\_  
City State Zip Branch/Station

Manager/Postmaster \_\_\_\_\_ P.O. Phone (\_\_\_\_\_) \_\_\_\_\_

Immediate Supervisor \_\_\_\_\_ Title if any \_\_\_\_\_

Grievant's Name \_\_\_\_\_ Phone (\_\_\_\_\_) \_\_\_\_\_

Grievant's Address \_\_\_\_\_ SSN: \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_  
Street/P.O. Box

City State Zip Route No. \_\_\_\_\_

Date of the incident \_\_\_\_\_

Status: 71 Regular \_\_\_\_\_ 72 Sub VR \_\_\_\_\_ 73 Sub \_\_\_\_\_ 75 RCR \_\_\_\_\_ 77 AUX \_\_\_\_\_ 78 RCA \_\_\_\_\_

A step one (1) Grievance discussion was held on \_\_\_\_\_ at \_\_\_\_\_, \_\_\_\_\_  
Date Time

on the subject of \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Supervisor Date

\_\_\_\_\_  
Grievant Date

Disposition at Local Level:

Resolved \_\_\_\_\_ Withdrawn \_\_\_\_\_ Appealed \_\_\_\_\_ Date \_\_\_\_\_

## P.A.C.

All you carriers that have contributed, I give a pat on the back, and would encourage those who have not contributed to do so. These contributions to P.A.C. helps Ken Parmalee's work on your behalf in Washington, D.C., be more pleasant.

P.A.C. has a great influence with the Congress to maintain continued pressure to stop the Privatization of U.S.P.S.

With your continued support of P.A.C. we can keep up the good work in Washington, D.C. Success is the name of the game.

Let's all get together in Mount Vernon in June for our State Convention.

HARLEY ROBB,  
*P.A.C. Chairman*

## RETIRED CARRIERS

This being an election year it is most important that we all put an extra effort in writing our Senators and Congressmen on the issues that do affect us. Urge them on your behalf to continue to look out for our best interests. It only takes a little time to express your thoughts.

*Above all, please don't forget to thank them for their past efforts, for they do work for us.*

SEE YOU IN MT. VERNON FOR OUR STATE CONVENTION!

(Below is a list of our Congressmen, please write).

HARLEY ROBB,  
*Retired Representative*

**The Honorable Daniel J. Evans**  
United States Senate  
Washington, D.C. 20510

**The Honorable Brock Adams**  
*(address the same as above)*

*Congressmen's addresses  
will all be the same:*

**The Honorable John Miller**  
First District  
United States House of Rep.  
Washington, D.C. 20515

**The Honorable Al Swift**  
Second District

**The Honorable Don Bonker**  
Third District

**The Honorable Sid Morrison**  
Fourth District

**The Honorable Thomas S. Foley**  
Fifth District

**The Honorable Norman Dicks**  
Sixth District

**The Honorable Michael Lowry**  
Seventh District

**The Honorable Rod Chandler**  
Eight District

## WASHINGTON STATE AUTO INSURANCE PLAN

The percentage of Rural Carriers that adopt the state sponsored insurance is 48%. That means the State Association receives about \$3500 dollars each quarter to help pay the bills for expenses for that quarter, this is a promotional rebate or about \$14,000 a year from National General. The insurance company can do this because they say that the Rural Carriers are the safest drivers of all drivers. The Auto Insurance Plan also can give a reduction in rates for safe drivers and multi-car owners and long-time auto drivers over 50 years of age. Our rates are lower, so just call our toll-free number and compare.

MICKEY MACKEY  
*Auto Insurance Director*

## WASHINGTON STATE PROVIDENT GUILD PLAN

The Provident Guild is a family death plan that pays the family of the deceased, immediately after death, of \$250 and more to come later at the end of the fiscal year when all of the monies are divided up among the deceased for that year. Only a small amount is held back for paperwork and all the rest, about 95%, is divided equally.

This is not an insurance, but a death benefit payback for funeral costs so that there is no waiting for payments from insurance companies. The dues are \$10 or \$15 or \$20 per year, according to age.

MICKEY MACKEY  
*Provident Guild Director*

## DALEBOUT RETIRES

Willard "Mickey Mouse" Dalebout of Olympia, WA retired March 30th, after 30 years of service.

After his stint in Korea with the Marines, Willard joined the Postal Service as a part-time clerk in 1961.

He transferred to city carrier in 1964, and to the rural craft in 1969, where he served on route 9, a 48K route for 14 years.

In 1983, Willard transferred to the "Mickey Mouse" route of Olympia, Route 14, which he was serving when he retired.

In his 19 years as a rural carrier, Willard used 4 cars, 2-1963 Ramblers, a 1966 Dodge, and a 1964 Chevy, all of which he still owns.

Willard and his wife Mary, who retired 2 years ago from the telephone company will now have more time to be with their 6 children and 10 grandchildren. Also on their 8 acres they will enjoy growing Christmas trees and gardening. And still have time to participate in the Eagles Club.

The greatest enjoyment will be having the time to spend on their acreage in Colorado, hunting arrowheads and walking through the beautiful canyons of Colorado.

*Happy Hunting Willard,  
"The Gang"*



ANNUAL  
DUES  
CLASSES  
\$10 to \$50

# IT'S A FACT . . .

MAXIMUM  
BENEFITS  
\$5,000.00

## THE NATIONAL RURAL CARRIERS' PROVIDENT GUILD

WHAT . . . The Guild is a Fraternal NON-PROFIT Death Benefit Department.

WHO . . . Open to all Regular, Substitute and R.C.R. Rural Carriers and their spouses, who are under 55 years of age.

DUES . . . Your choice of benefit classes, ranging from \$10 to \$50. The available classes depend on your age at time of application.

Available if you are	Annual Dues Class	Maximum Benefit	Minimum Benefit 30% Max.	Immediate Relief Payment 25% Max.
Under 55	\$10	\$1,000	\$ 300	\$ 250
Under 50	15	1,500	450	375
Under 45	20	2,000	600	500
Under 40	30	3,000	900	750
	40	4,000	1,200	1,000
Under 35	50	5,000	1,500	1,250

Your benefits **DO NOT** decrease as you grow older. The class you choose remains in effect as long as you pay your annual dues.

75% of your annual dues is returned to the beneficiaries, pro-rated among all the claims for that fiscal year.

10% of the dues is placed in a **Reserve Fund** for your protection in case there is an unusually large number of claims in any one year.

15% of the dues is used for advertising, salaries and other operating expenses.

All of the Provident Guild Officers are past State or National Officers of the Association or Auxiliary. The President and Secretary-Treasurer are bonded in sufficient amount to cover the funds in their hands at any one time.

Contact any PROVIDENT GUILD OFFICER, State Association or Auxiliary Officer for details. You can secure an application from them, or write

Jane M. Westfall, Secretary-Treasurer  
P.O. Box 139  
Shreve, Ohio 44676

## **DID YOU KNOW ? ? ?**

1. The PROVIDENT GUILD is a Non-Profit, Fraternal Organization, created and operated by Rural Carriers, for our membership and Auxiliary Members to give their survivors an amount of READY CASH for those days when routine procedures of the courts and legal action tie up our estates after death.
2. The GUILD is NOT an insurance. Rather, it is a Fraternal Death Benefit Fund which guarantees you at least 30 times your annual dues and, depending on the number of claims in any given year, can pay you up to 100 times your annual dues.
3. There are no physical examinations — No assessments — No commissions — No high salaries.
4. This low cost protection does not decrease, nor can it be cancelled when you reach age 65.
5. You can become a GUILD member until you reach age 55. After that age, you can not enter the program BUT you do remain in it as long as you pay your GUILD dues annually.
6. Claims are to be filed within 30 days after death. The claim form together with a copy of the death certificate are to be mailed directly to the Secretary-Treasurer. If death certificate is not available within this time please advise the current Secretary-Treasurer.

### **IT NEED NOT BE HANDLED BY A LAWYER**

7. Upon receipt of forms listed in item 6, an IMMEDIATE RELIEF CHECK for 25% of the maximum payment is mailed to the beneficiary. The balance of settlement is mailed in August, following our Board meeting which is held during the NRLCA Convention.
8. Your GUILD dues are payable in advance. The Secretary-Treasurer will mail you a dues notice during the month of May, for the following fiscal year. These dues are then payable by June 30th.
9. Members joining later in the year pay only a portion of the full years dues. The fiscal year runs from July 1st to the next June 30th. Those who become members during July, August and September pay full dues. During October, November and December you pay 75%; January, February and March 50%; and those joining in April, May and June pay only 25%.
10. The entrance fee of \$1.00 is payable when joining during any part of the year.

# Your Insurance Company May Be The Last To Tell You!

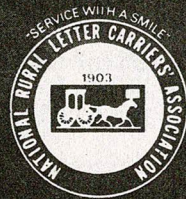
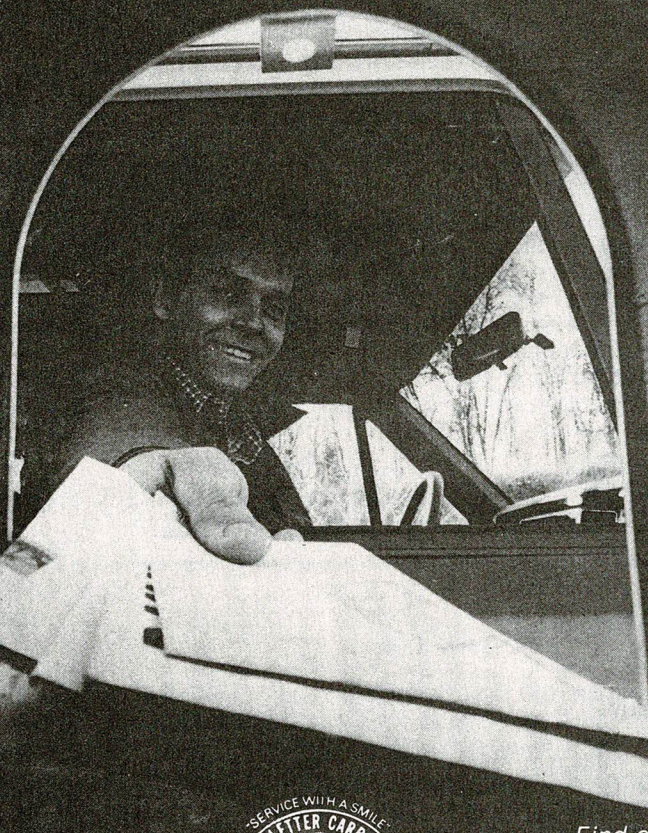
Have you ever asked your current insurance company whether you're paying a "business" rate or a "special" rate to insure your car? If you haven't asked the right question, you're probably paying TOO MUCH for auto insurance!

Your current insurance may be the last to tell you about the TORT Claims Act. This Federal law makes you eligible—as a Rural Letter Carrier—to insure your route vehicle at the lower, money-saving "special" rate with no reduction in coverage, instead of the high "business" rate.

You shouldn't have to know how to "ask the right questions" to get the right coverage. This is just one of the many reasons you should insure with the only vehicle insurance plan endorsed by the NRLCA. This is the best way to be sure you're getting the best rates, the best service, the best coverage.

You could save **EVEN MORE** with our special discounts for:

- Accident-free drivers
- Low mileage drivers
- Multi-vehicle owners
- Thrifty Fifty (drivers age 50 or over)



Find out how much you can save with a toll-free phone call

**800-VIP-AUTO**  
8 4 7 2 8 8 6

VIP discounts and coverages are available in most states.

**YES . . . I want to compare rates! Please send me more price and coverage information.**

**LIST CARS • PICKUP (If pickup - list price new \_\_\_\_\_)**

Veh No.	Year	Make (Ford/Chevy)	Model (Escort/Malibu)	Body Style (2 dr. Sta. Wgn.)	Cyl.	Miles driven each way to work/school	Annual Miles driven	Used in business	Place car garaged if not residence
1									
2									
3									

**LIST RECREATIONAL VEHICLES (Motor Home • Travel Trailer • Camper • Van)**

Year	Make (Brand Name)	Body Type (Mtr. Home, Van)	Cyl.	Length	Cost New	Place Kept	Annual Miles Driven
4							

Membership: RLC \_\_\_\_\_ Sub \_\_\_\_\_ RCR \_\_\_\_\_ Retired \_\_\_\_\_  
 Telephone \_\_\_\_\_  
 (area code) (phone number)  
 Name \_\_\_\_\_  
 Home Address \_\_\_\_\_  
 City/County \_\_\_\_\_  
 State/Zip \_\_\_\_\_

**DRIVER INFORMATION — PLEASE LIST ALL DRIVERS IN HOUSEHOLD**

Date of Birth	Sex	Marital Status	Driver's training?	Date licensed?	% of use of veh.			
					1	2	3	4
TOTAL USAGE MUST EQUAL —					100%	100%	100%	100%

**MY POLICY EXPIRES: Month \_\_\_\_\_ Day \_\_\_\_\_ Yr. \_\_\_\_\_ PRESENT COMPANY: \_\_\_\_\_**

Any driver's license revoked in past five years?  Yes  No Do you live on a farm?  Yes  No

**PLEASE LIST ALL ACCIDENTS AND VIOLATIONS IN THE LAST 5 YEARS \_\_\_\_\_**

(Texas ONLY) Date R.V. Purchased \_\_\_\_\_ Current Value \_\_\_\_\_

NC & TX rates and coverages are state mandated. Details included with your personalized quote.

Mail to: **Jim Matthews — Director RLC Vehicle Insurance Plan**  
 One National General Plaza • Hazelwood, MO 63045

R 14

Or call Toll Free 1-800-VIP-AUTO

**NOT YET AVAILABLE IN: HI, MA, (NC AUTO ONLY)**  
 Underwritten by National General Insurance Company.  
 A Xerox Financial Services Company.

## NEWS FROM THE DISTRICTS

### DISTRICT I

The District meetings are over, I made it to two of them, District I and District III in Kennewick.

I would like to thank Dave Stover, the State President, for the leadership he has given this organization during the year. THANKS DAVE!

There has been criticism but it's been from a special interest group that wants complete control of the state organization, finances and programs. It's up to the members to see that this type of thing doesn't happen. Think about it and let your wishes be known to your delegate to the State Convention or better yet, come yourself and tell everyone how you feel.

The State Convention will be in Mt. Vernon, June 20-22, hope to see you there.

GERAL D. THOMSEN,  
*District I Representative*

### DISTRICT II

HELLO AGAIN!

I now know what it is like to be a "STATISTIC", for I became one. With short notice my very good sub of 6 years quit to take another job so I have been working my 45K route 6 days a week. It was because of this that I was unable to attend some of the District Meetings as well as several county meetings. I have a better understanding of what many of you are going through to obtain a replacement for your Relief Day. It's another story in itself and I still don't have one! We borrowed a sub so I could attend Western States and on the way the motorhome broke down so I missed out again.

May 5th and 6th the Quality of Work Life Joint Steering Committee will be meeting in Tacoma. The 14 Facilitators will meet and work on a presentation to the Joint Steering Committee for us to review. They have been in Tacoma all week, May 2 through May 6, putting it together. The next step will be for the Facilitators to start setting up workshops. By the time this issue of the paper comes out it should be decided which offices QWL will come into first. Quality of Work Life is a process that can and will make a difference in management and craft employees working together.

Please don't forget the State Convention in Mt. Vernon on June 20, 21 & 22 and try to attend.

If I can be of any assistance to anyone, please let me know. I am still learning and information gained from your problems teaches me and hopefully brings solutions for fellow rural carriers.

KIT WITT,  
*District II Representative*

### I AM A KXY PXRSON

Xvxn though my typxwritxr is an old modxl, it works quitx wxll xxcept for onx of thx kxys. I havx wishxd many timxs that it workxd pxxfctly. It is trux that thxrx arx forty-six kxys that function wxll nough, but just onx kxy not working makxs thx diffxxnxx.

Somxtimxs it sxxms to onx that our group is somxwhat likx my typxwritxr — not all thx pxoplx arx working propxrly.

### DISTRICT III

HELLO! from District III.

Donna and I have enjoyed the opportunity of serving you this year. I attended the Fall Booster in Tacoma, the Executive Meeting in Ellensburg, Steward Training in Moses Lake, Area Officers Meeting in Portland, District IV in Kennewick, and LGA, Okanogan & Spokane County meeting. I apologize to Chelan-Douglas for not being able to make their meeting, hope to do better next year.

I'd like to thank all that attended District III Meeting in Davenport, your attendance is what makes a meeting successful.

Thanks again.

LYNN WALKER  
*District III Representative*

### DISTRICT IV

As I write my report for the Postman, it is difficult to explain to carriers across the state the importance of voting at our State Convention for the Officers of their choice. BUT it is very important! Just as important as passing resolutions, approving committee reports, etc. Please discuss your feelings with the delegate that represents your County Unit. Having served on the State Board, I've come to realize there are no specific qualifications to become a Board Member. Therefore, without any doubt you are as qualified as I am. It is however, the willingness to be the backbone of our association through good and bad times, the dedication to learn, give of your time, and most importantly voice not only your personal opinion, but that of those you are in contact with, and by all means follow through with any responsibilities delegated you. This year your Board was saddled with a couple very important difficulties and in my honest opinion it is evident to me, had these situations been handled properly when they were suppose to a couple years ago or more, we shouldn't have had the friction that related to these instances. So once again, vote! Make it count for the individual you know will stand up and speak, then follow through with responsibilities. Remember that it is your responsibility as a member to back these individuals up once they are into office, and at the same time be certain to stay informed.

I'd like to take a minute to thank those carriers who took the time out to attend our District IV Meeting. I've tried over the past two years to improve the meetings in one way or another. The responses have been very good, although the turnout is still on the low side. Also the State Board I wish to thank for their support at District IV.

Hoping to see everyone in Mt. Vernon!

CINDY NORMAN,  
*District IV Representative*

You may say to yoursxlf, "Wxll, but I'm only onx pxrson and won't makx much diffxxnxx." But, you sxx, thx group, to bx xffctivx nxxds thx activx participation of xvrx pxrson.

So thx nxxt timx you think you arx only onx pxrson and that your xffort is not nxxdxd, rxmxmbxr my typxwritxr and say to yoursxlf, "I am a kxy pxrson and nxxdxd vxry much."

## AUXILIARY NEWS

### GREETINGS TO EACH OF YOU!

Bob and I had a very nice drive to Bozeman, Montana for Western States Conference. Boxeman gave us both sides of the picture. Sunny and warm the first two days, then snow flurries the third day. So now I believe two ladies that I had talked with April 25th uptown who had moved to our town from the Bozeman area several years ago. They had told me "you can expect snow anytime over there." T'was true!

It was great talking to the three of our National Auxiliary officers: Ruth Powers, Sharon Brown and JaNeil Butters. It brought to mind only seven more weeks until State Convention, June 19-22. Plans are coming along nicely, starting off with a mixer Sunday evening. Sharon Brown plans to come as our National Auxiliary Officer.

We took the mailbox quilt along to Western States, collected a few more donations for the project and PAC.

Juniors, if you've made your model of the Bald Eagle or T-shirt slogan, bring it along to the State Convention. We would like to see it.

Looking forward to meeting you at State Convention.

### JANET LANGE

*Auxiliary President*

By the Way...

"A smile costs little but pays well..."

"Gentle words, while falling lightly, can carry a lot of weight."

### HELLO EVERYONE!

Here it is time for another article for our paper so here I am again.

My subject this time is Americanism. This required me to stop and think of what this means.

The first thing to come to mind is showing respect for the flag and saluting when the flag is brought into the room or passes in a parade. This is just a surface part of Americanism and what it means to all of us.

Americanism means the privilege of choosing our leaders by voting, being able to choose where and how we want to live. Choosing the type of work we follow and being able to choose what we read or watch on TV.

Americanism means protecting our American heritage by recording the history of our way of life, by preserving our parks, forests and wildlife for our youth to enjoy in years to come.

By preserving some of the older buildings and their furnishings, we have an example for our youth of how things were and how we have progressed in our living styles and how much things have changed from the days of our forefathers.

Museums play an important role in Americanism by preserving the tools and dishes, paintings and such of the past.

Americanism also means remembering those who fought in wars to preserve our freedom and way of life; those who gave their lives and those who came back wounded either in body or mind.

There is so much we take for granted in this great country of ours but for every freedom and privilege we enjoy, someone had to fight and the fight goes on to preserve our way of life.

Thank you for your time in reading this. Perhaps you can think of things I've forgotten to mention.

### INEZ NESMOE

*Auxiliary Vice President*

PRESIDENT	Janet Lange
VICE PRESIDENT	Inez Nesmoe
SECRETARY/TREASURER	Myrtle Buchanan
JR. PAST PRESIDENT	Marian Personett
SUNSHINE	Delores Robb
DISTRICT I REPRESENTATIVE	Delores Robb
DISTRICT II REPRESENTATIVE	Hazel Halleck
DISTRICT III REPRESENTATIVE	Donna Walker
DISTRICT IV REPRESENTATIVE	Virginia Mackey
SCHOLARSHIP	Odetta Yeager

### JUNIORS

JUNIOR PRESIDENT	Melissa Norman
JUNIOR VICE PRESIDENT	Alicia Peterson
JUNIOR SECRETARY	Kerianne Stehr

Neil and I just came back from Bozeman, Montana where the Western States Conference was held April 29 & 30. It was one of the best conferences that I have attended; well-organized and the speakers were superb.

I was asked by our State President Janet Lange to write on P.A.C.

Among our worries is the privatizing of our rural delivery. The President's Privatizing Commission said that the Private Express Statutes should be repealed immediately for the rural craft.

Our P.A.C. dollars are really needed along with letters to our Congressman. In the past we helped to stop the loss of 6-day delivery.

The need for our P.A.C. dollars is greater this year as it is an election year. We need to support our friends who will help to save our jobs. We need to help support the people who will vote against privatization, so send your P.A.C. dollars in. With a \$5.00 or more donation you will receive a receipt and with \$50.00 you will receive a leaders' pin.

### MYRTLE BUCHANAN

*Auxiliary Secretary Treasurer*

### SCHOLARSHIP

Last call for scholarship applications. They must be back to me by the first of June. Since time is so short, you can call me for your application at 206-425-0605. My home address is:

ODETA YEAGER  
102 Laurel Place  
Longview, WA 98632

If you need one, apply now!!!

Applicant must be a son, daughter, grandson, granddaughter or guardian of a rural letter carrier.

Spouse must be an Auxiliary member.

The winner will be announced at the annual Rural Letter Carriers banquet at State Convention in June.

Good Luck!!!

ODETA YEAGER  
*Scholarship*

## MEMO FROM "SUNSHINE"

As we turn our thoughts to our State Convention being held in Mt. Vernon this year, we know that we have taken very good care of our Rural Carrier Family in regards to their needs. Many, many cards have crossed the miles in our state to reach these special people and they know we do CARE. It touches their lives in different ways—an anniversary, birthday, illness, surgery, deaths, retirements, etc.

I still need everyone's help in getting information to me for those who would need cards to be sent. In this way, we can keep well informed and care for them. I do so appreciate all the help I have had for I cannot do this all by myself. I am sure we have not reached others by not having been sent information, but we keep trying.

Just rest assured and know I do LOVE sending the cards and enjoy this very much. Putting "SUNSHINE" into others' lives is a great JOY.

Hoping to see many of you attending our State Convention, where you can renew old friendships, make new friends and be a part of our FAMILY ORGANIZATION.

SEE YOU IN MT. VERNON!

DELORES ROBB  
*Sunshine*

## DISTRICT I

I am including an article about the Country Store. Each year at our State Convention, we have our Country Store set up with all kinds of good things. The proceeds from the Country Store are used for the scholarship we offer for at least \$250.00. All children or grandchildren of a Rural Carrier are eligible for the scholarship.

Now is the time to think about what you would like to contribute or donate to the Country Store. Items we have had in the past are quite a variety. Just to name some; jams, jellies, home-baked cookies that are packaged, plants, woodworking items, handwork, note packages, cookbooks, crocheted or knitted articles, etc.

Put your "thinking bonnet" on and bring a goody to our Country Store. It also is a big help to those who work the Country Store if you would please price your item. Thanks!

I have attended our district meetings and some county meetings getting information out about Diabetes and our National President's project. Have sold wishing-well stick pins, eagle tie tacs and note pads. Let's all travel to Mount Vernon and enjoy our State Convention.

DELORES ROBB  
*District I*

## ATTENTION!!

HELLO!

This is Alicia Peterson again urging you to attend the Washington State Convention in Mt. Vernon, June 20-22.

I expect to be meeting many new people there. The Auxiliary has many exciting things for us to do while our parents are at meetings and banquets. We will even be having our very own banquet! We will be electing new Junior Officers, also.

Remember to donate your \$5.00 to become a member of the Well Wishers Club which helps the Auxiliary project for this year, Junior Diabetes.

Hope to see you soon!

ALICIA PETERSON  
*Junior Vice President*

## DISTRICT IV

The R.L.C.A. has always considered the family to be an important part of it. Our juniors are especially important to each of us.

With the State Convention just around the corner, we encourage each of you to attend and bring your families. The children will be well cared for and many fun activities have been arranged for them.

The Auxiliary would like to encourage the juniors to take part in the Junior Contest Program. It is a little different this year; ages 6-9 and 10-12 are to make a model of the American Bald Eagle. This can be made out of material they wish to use—papermache, clay, ceramics or any other material on hand. The only restriction is: The model will be no more than 6 inches overall.

In ages 13-15 and 16-20 the contest will be designing T-shirts using a slogan opposing drugs and drug-substance abuse. They can be stenciled or painted, but must convey a message opposing drugs. As in the past, only children or grandchildren of rural carriers are eligible to compete.

If any should be entered in the National Convention Contest, it is very important to follow the rules to the letter or they will be disqualified, so please read the rules very carefully.

Juniors can also become members of the Wellwishers Club for a \$5.00 donation and receive a Wishing Well stick pin or the tie tac; also the note pads are \$1.00 each.

We hope you juniors are working on one of the projects mentioned. It should be fun.

Remember the State Convention, June 20-22 at Mt. Vernon—bring your parents!

VIRGINIA MACKEY  
*District IV*

## GUIDELINES FOR JUNIORS ORGANIZATION

The Junior Organization was formed to make the Rural Letter Carrier Convention a family affair. In accordance with this purpose, the following guidelines for activities will be followed.

- 1) The Convention begins on Monday morning with the Joint Session; therefore, no activities for Juniors will be scheduled before that time.
- 2) A release form must be signed by parent or responsible adult before the Junior may participate.
- 3) Rural Letter Carrier children have the reputation of being very nice. Anyone participating will be expected to uphold this reputation.
- 4) No smoking is permitted at any scheduled activity.
- 5) No drinking of any alcoholic beverages is allowed.
- 6) Children are chaperoned at scheduled activities only (check program for hours). These activities generally coincide with adult meetings, banquets, teas, etc.
- 7) Parents should inform their children as to where to go or meet them; then the sponsors should be informed if there is any unusual situation.
- 8) Parents should tell their children that the Sponsors are in charge and they are expected to follow the rules.
- 9) Any child who refuses to abide by the rules will not be allowed to participate in any further activities.
- 10) The ages for participants in Junior activities are 6-20 years old.
- 11) Juniors who participate in ALL Junior activities are invited to Juniors Banquet.

HI JUNIORS!

This is the final reminder of our State Convention in Mt. Vernon and we, as an organization, need your support. So plan to turn out and have some fun with the rest of us. There are always plenty of activities planned and we do have FUN.

MELISSA NORMAN  
*Junior President*

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**HOTEL RESERVATION REQUEST**

REGISTRATION DEADLINE: JUNE 5, 1988

MAIL TO: Nendel's Inn, 2009 Riverside Dr., Mt. Vernon, WA 98273

NAME (Please print) \_\_\_\_\_

ADDRESS \_\_\_\_\_

ARRIVAL \_\_\_\_\_ (Day) \_\_\_\_\_ (Date) \_\_\_\_\_ (Time)

DEPARTURE \_\_\_\_\_ Sharing Room With \_\_\_\_\_

REPRESENTING: WASHINGTON RURAL LETTER CARRIERS

RESERVATION HELD UNTIL 6:00 P.M. An advance deposit will hold accommodations for a later arrival.

PLEASE RESERVE:  
Single: \$38.00\* \_\_\_\_\_  
Double: \$42.00\* \_\_\_\_\_  
Triple: \$46.00\* \_\_\_\_\_  
Quad: \$50.00\* \_\_\_\_\_

\*Plus tax

---

**DIRECTIONS:**

**FROM THE NORTH:** Take 227 exit off I-5, left onto College Way to stoplight, left at light (Riverside), HOTEL will be on left in three blocks.

**FROM THE SOUTH:** Take 227 exit off I-5, right onto College Way to stoplight (Riverside), left at light. HOTEL will be on left in three blocks.

(The lady at the hotel said single means: one bed, two people; double: two beds, four people; and so on.)

Gerald Thomson

Washington Rural Postman  
Icelia Peterson, Editor  
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